



Climate Assessments



Overview

- ▢ Define climate assessment
- ▢ Define the purpose of a climate assessment
- ▢ Identify the conditions which assessment is conducted
- ▢ Identify the indicators of a unhealthy EO climate
- ▢ Explain the principles of leaders and EOR's



Purpose of Climate Assessment

To provide the leadership a “picture” of a unit as it is perceived by members of the organization as it relates to race, gender, color, religion, national origin, and sexual harassment.



Key Elements

- ▣ Desired outcome
- ▣ Scope and sequence of events
- ▣ Resources and time
- ▣ Action planning and intervention strategies
- ▣ Condition under which the assessment is conducted



Principles

- ▢ Be capable and competent
- ▢ Act on problems
- ▢ Don't only focus on what is perceived as v
- ▢ Treat perceptions as having real consequence
- ▢ Treat all EO problems with the same degree of sensitivity and sincerity



Principles

- ❑ Know the impact of what is said, seen, or done
- ❑ Be accessible to everyone
- ❑ Not all complaints can be substantiated
- ❑ Be aware of the environment of the unit
- ❑ Follow-up on allegations of discrimination
- ❑ Seek assistance from the EOA



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